



Docket No.: 59428/P001US/10020580  
(PATENT)

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re Patent Application of:  
Alan B. Cayton et al.

Application No.: 09/641,021

Confirmation No.:

Filed: August 17, 2000

Art Unit: 3629

For: **SYSTEM AND METHOD FOR AUTOMATED  
SCREENING AND QUALIFICATION OF  
EMPLOYMENT CANDIDATES**

Examiner: J. P. Ouellette

**DECLARATION OF ALAN CAYTON**

**SUBMITTED UNDER 37 C.F.R. 1.131**

Commissioner for Patents  
P.O. Box 1450  
Alexandria, VA 22313-1450

Dear Sir:

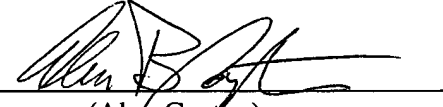
1. My name is Alan Cayton, I am over 21 years of age, and make this declaration based upon my own personal knowledge. All of the statements contained herein are, in all things, true and correct.
2. I am one of the inventors of the invention claimed in the above-identified patent application.
3. Prior to June 12, 2000, I conceived the idea of a system and method for automated screening and qualification of employment candidates as recited in the pending claims of the above-identified patent application.
4. Attached hereto as Exhibit A is a copy of the invention disclosure that I submitted to Strategic Outsourcing Corporation prior to June 12, 2000, for the filing of a patent

application. This invention disclosure establishes my conception of the subject matter of the pending claims prior to June 12, 2000.

5. Strategic Outsourcing corporation considered the invention disclosure that I submitted and approved the filing of a corresponding patent application.
6. Strategic Outsourcing corporation obtained patent counsel for the preparation of the patent application, and I diligently worked with patent counsel for the preparation of the patent application. The resulting patent application was filed with the USPTO on August 17, 2000.

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Date: November 30, 2004

  
(Alan Cayton)

*Strategic Outsourcing Corporation*

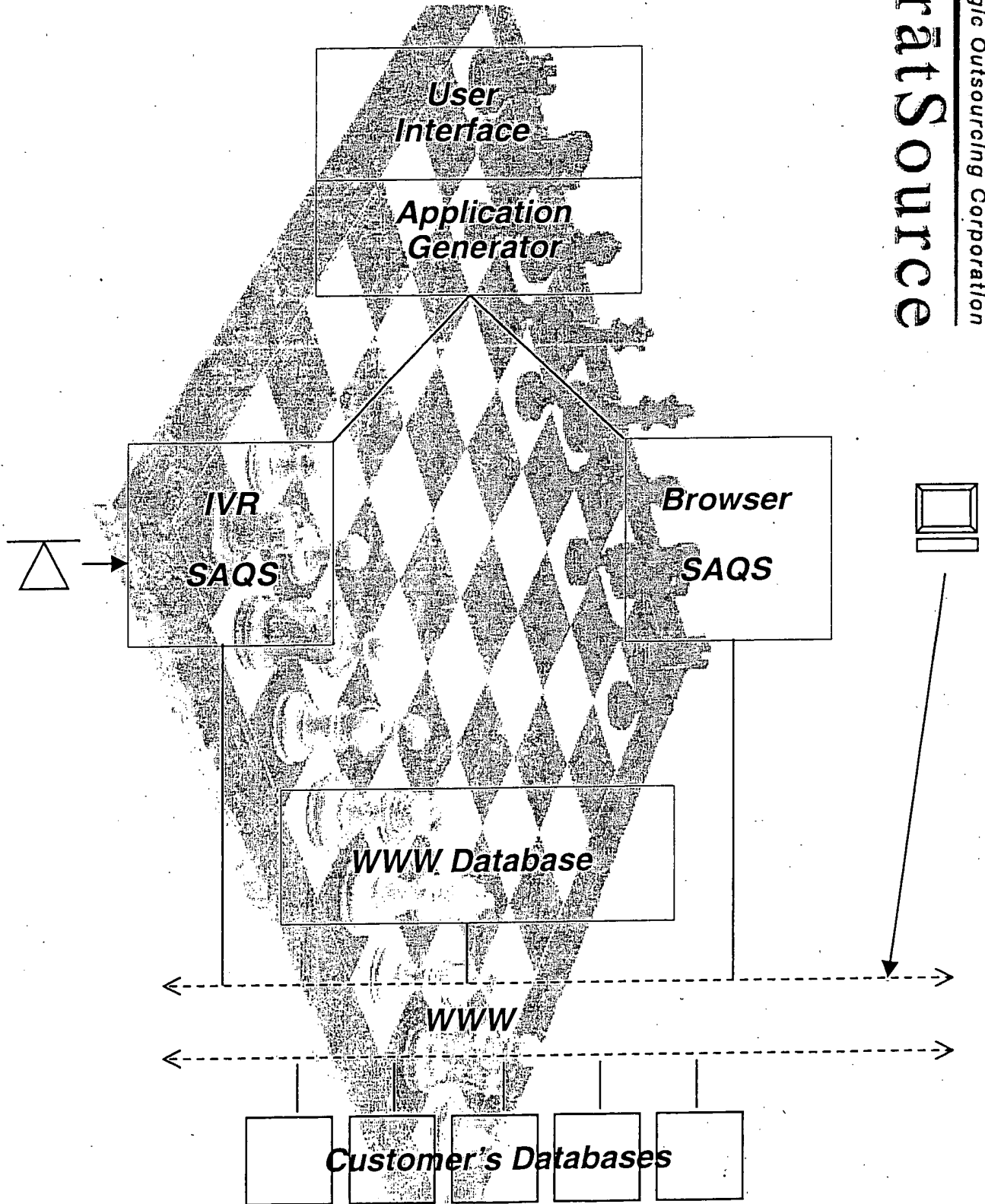
**StrātSource**

EXHIBIT A



Strategic Outsourcing Corporation  
PROPRIETARY INFORMATION

# StratSource



Strategic Outsourcing Corporation

**StrātSource**

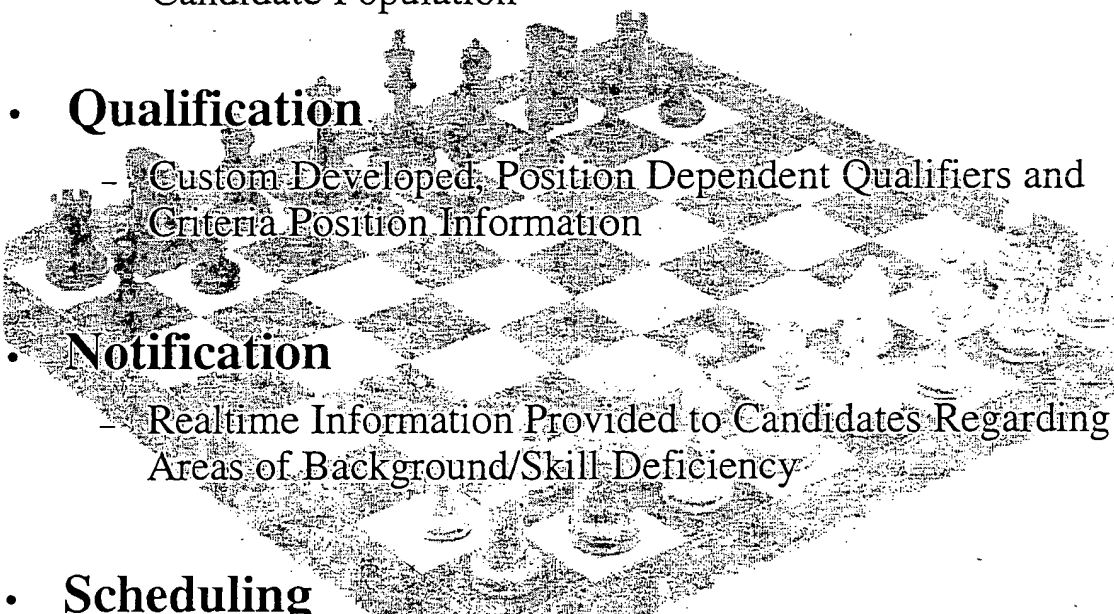
SAQ<sup>TM</sup> is....



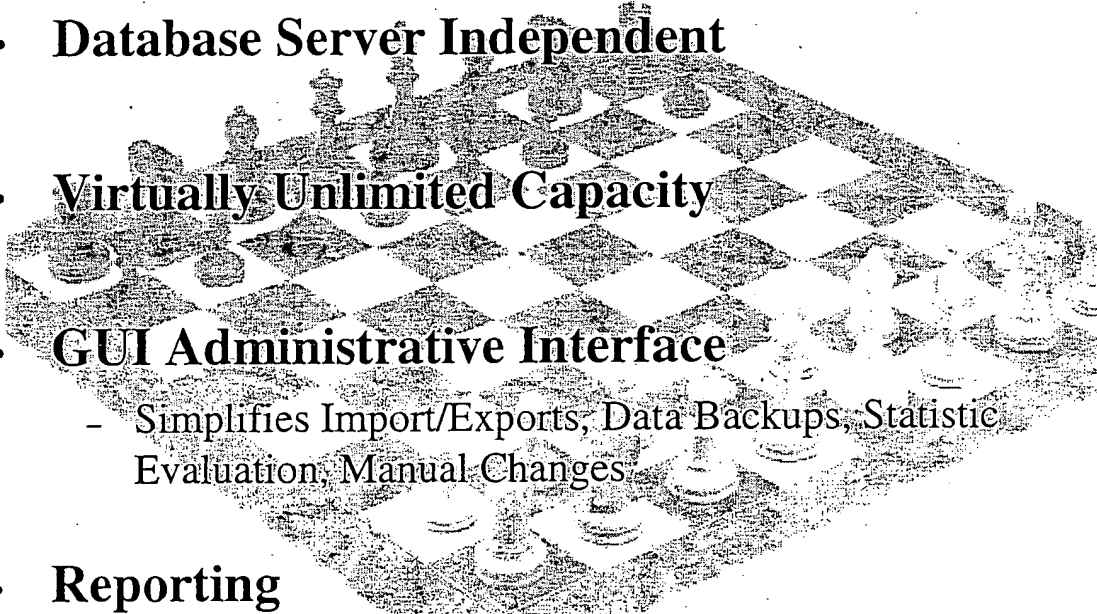
**A Software Product That Provides a  
Powerful, Customized Operating  
Environment for Applicant Screening,  
Qualification and Scheduling**

Strategic Outsourcing Corporation  
PROPRIETARY INFORMATION

## Components of SAQ™

- 
- **Screening**
    - Efficient and Accurate, Realtime Evaluation of Candidate Population
  - **Qualification**
    - Custom Developed, Position Dependent Qualifiers and Criteria Position Information
  - **Notification**
    - Realtime Information Provided to Candidates Regarding Areas of Background/Skill Deficiency
  - **Scheduling**
    - Application Automatically Schedules Qualified Candidates for the Next Step in the Hiring Process (e.g., Testing, Interviewing, etc.)

## Leading Edge Technology

- **Web-Enabled Database Application**
    - Application Operates on Intranet or Internet
  - **Database Server Independent**
  - **Virtually Unlimited Capacity**
  - **GUI Administrative Interface**
    - Simplifies Import/Exports, Data Backups, Statistic Evaluation, Manual Changes
  - **Reporting**
    - System is Pre-Designed to Deliver Individual Candidate Data and Overall Applicant Pool Statistics
    - Self Administration and Customized Reporting is Available
- 

## Technology Cont'd.

- **Mobility**

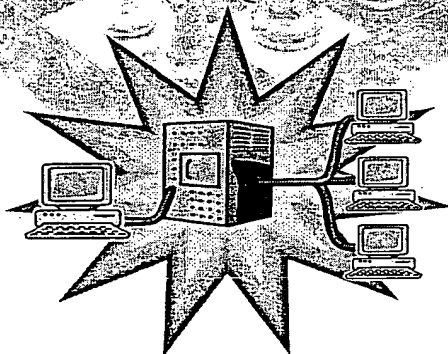
- Deployment at Remote Job Fairs or Other Public Candidate Generation Events

- **Ease-Of-Use**

- Simplistic Screen Development

- Response Validation

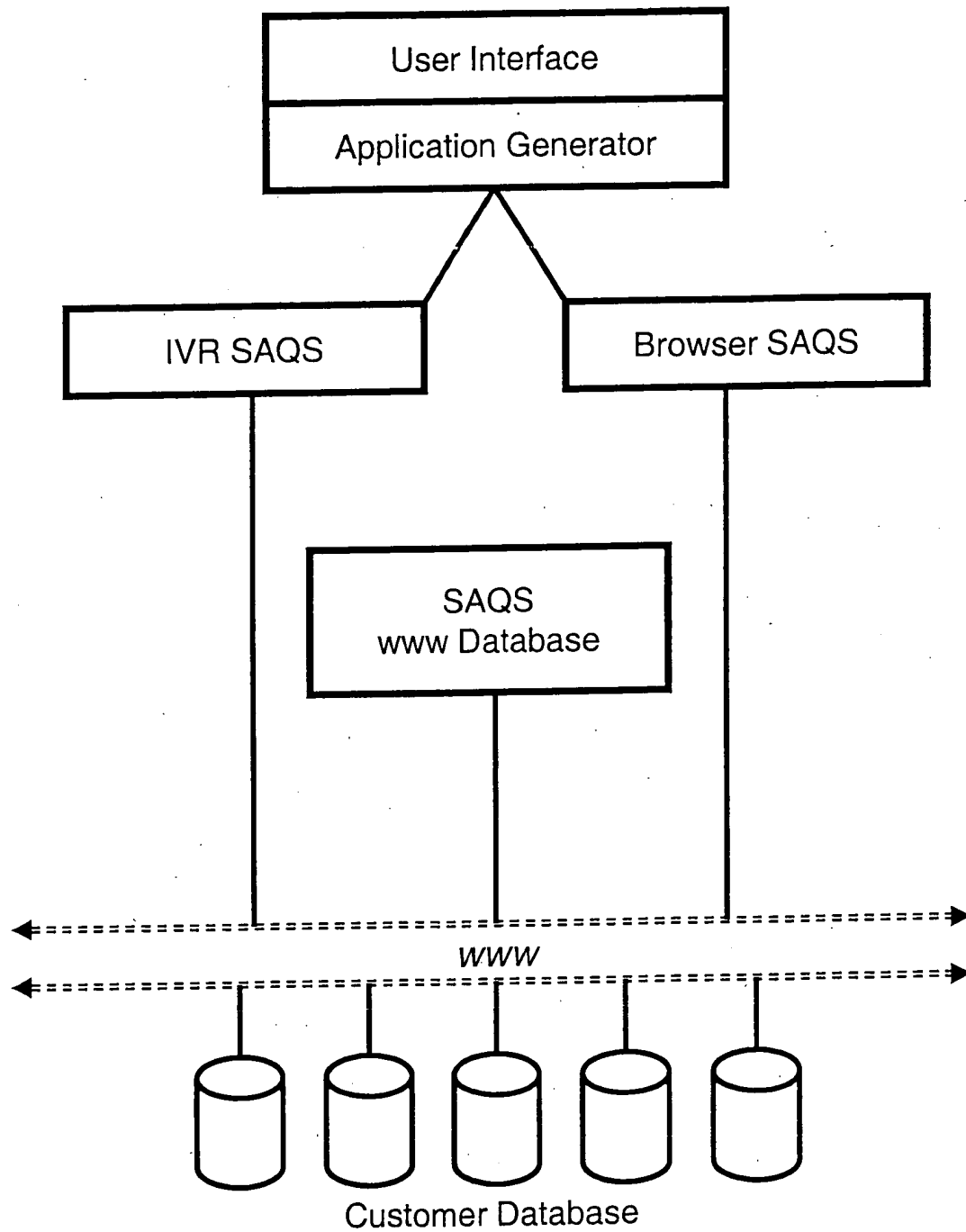
Self-Administered Qualification  
(SAQ™)





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